

**ORDINANCE NO. 45-944****AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR ALL EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 44-453****SECTION X****PAY RATES**

**SECTION 1.** A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS****December 20, 2003 – December 17, 2004**

Range	A	B	C	D	E	F	G
312	8.3266	8.5348	8.7482	8.9669	9.1910	9.4208	9.6563
314	9.4574	9.6938	9.9362	10.1846	10.4392	10.7002	10.9677
315	9.4574	9.6938	9.9362	10.1846	10.4392	10.7002	10.9677
316	9.8801	10.1271	10.3802	10.6397	10.9057	11.1784	11.4578
317	10.5871	10.8518	11.1231	11.4012	11.6862	11.9784	12.2778
320	12.1419	12.4454	12.7566	13.0755	13.4024	13.7374	14.0809

Range	H	I	J	K	L	M	N	O
312	9.8977	10.1452	10.3988	10.6588	10.9252	11.1984	11.4783	11.7653
314	11.2419	11.5229	11.8110	12.1063	12.4089	12.7192	13.0371	13.3631
315	11.2419	11.5229	11.8110	12.1063	12.4089	12.7192	13.0371	13.3631
316	11.7443	12.0379	12.3388	12.6473	12.9635	13.2876	13.6198	13.9603
317	12.5848	12.8994	13.2219	13.5524	13.8912	14.2385	14.5945	14.9593
320	14.4329	14.7937	15.1635	15.5426	15.9312	16.3295	16.7377	17.1562

**December 18, 2004 – December 16, 2005**

Range	A	B	C	D	E	F	G
312	8.4265	8.6372	8.8532	9.0745	9.3013	9.5338	9.7722
314	9.5709	9.8101	10.0554	10.3068	10.5645	10.8286	11.0993
315	9.5709	9.8101	10.0554	10.3068	10.5645	10.8286	11.0993
316	9.9987	10.2486	10.5048	10.7674	11.0366	11.3125	11.5953
317	10.7141	10.9820	11.2566	11.5380	11.8264	12.1221	12.4251
320	12.2876	12.5947	12.9097	13.2324	13.5632	13.9022	14.2499

Range	H	I	J	K	L	M	N	O
312	10.0165	10.2669	10.5236	10.7867	11.0563	11.3328	11.6160	11.9065
314	11.3768	11.6612	11.9527	12.2516	12.5578	12.8718	13.1935	13.5235
315	11.3768	11.6612	11.9527	12.2516	12.5578	12.8718	13.1935	13.5235
316	11.8852	12.1824	12.4869	12.7991	13.1191	13.4471	13.7832	14.1278
317	12.7358	13.0542	13.3806	13.7150	14.0579	14.4094	14.7696	15.1388
320	14.6061	14.9712	15.3455	15.7291	16.1224	16.5255	16.9386	17.3621

**SECTION 2.** A schedule of standard pay ranges established for **seasonal/limited** classifications for positions in which employees are treated as non-exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

Pay Range	A	B	C	D	E	F
410	5.50	5.75	6.00	6.25	6.50	*7.00
414	6.25	6.50	6.75	7.00	7.25	*8.00
415	6.50	6.75	7.00	7.25	7.50	*8.25
420	6.75	7.00	7.50	8.25	9.00	10.00

\* These rates are established for supervisory positions only.

**SECTION 3.** A schedule of standard pay ranges established for **seasonal/limited** classifications for recreation positions in the Park Department in which employees are treated in accordance with the provisions of FLSA.

Pay Range	A	B	C	D	E	F
510	5.50	5.75	6.00	6.25	6.50	6.75
515	6.25	6.55	6.85	7.15	7.45	7.75
519	6.90	7.20	7.50	7.80	8.40	9.00
529	10.50	11.00	11.50	12.00	12.50	13.00

**SECTION 4.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of FLSA.

### **SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**

**December 20, 2003 – December 17, 2004**

<b>Range</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>602</b>	6.1977	6.3527	6.5115	6.6743	6.8411	7.0121	7.1874
<b>606</b>	6.7634	6.9324	7.1057	7.2834	7.4655	7.6521	7.8434
<b>607</b>	7.0207	7.1962	7.3761	7.5605	7.7496	7.9433	8.1418
<b>608</b>	7.2937	7.4761	7.6630	7.8546	8.0510	8.2522	8.4586
<b>609</b>	7.5915	7.7813	7.9758	8.1752	8.3796	8.5890	8.8038
<b>610</b>	7.9031	8.1006	8.3031	8.5107	8.7234	8.9415	9.1651
<b>611</b>	8.2185	8.4240	8.6346	8.8504	9.0717	9.2985	9.5310
<b>612</b>	8.5714	8.7856	9.0053	9.2304	9.4611	9.6977	9.9401
<b>613</b>	8.9290	9.1523	9.3810	9.6155	9.8560	10.1024	10.3549
<b>614</b>	9.3169	9.5498	9.7885	10.0332	10.2840	10.5412	10.8047
<b>615</b>	9.7320	9.9753	10.2247	10.4803	10.7423	11.0109	11.2862
<b>616</b>	10.1659	10.4200	10.6805	10.9476	11.2212	11.5018	11.7894
<b>617</b>	10.6275	10.8932	11.1655	11.4447	11.7308	12.0241	12.3247
<b>618</b>	11.1178	11.3957	11.6806	11.9727	12.2720	12.5787	12.8932
<b>619</b>	11.6377	11.9286	12.2268	12.5324	12.8458	13.1670	13.4961
<b>620</b>	12.1754	12.4798	12.7918	13.1116	13.4394	13.7754	14.1198
<b>621</b>	12.7666	13.0858	13.4130	13.7483	14.0920	14.4443	14.8054
<b>622</b>	13.3839	13.7186	14.0615	14.4131	14.7734	15.1427	15.5213
<b>623</b>	14.0330	14.3837	14.7434	15.1119	15.4897	15.8770	16.2739
<b>624</b>	14.7318	15.1000	15.4775	15.8645	16.2610	16.6676	17.0843
<b>625</b>	15.4654	15.8520	16.2484	16.6546	17.0709	17.4977	17.9352
<b>626</b>	16.2440	16.6502	17.0664	17.4931	17.9304	18.3787	18.8381
<b>627</b>	17.0695	17.4962	17.9336	18.3819	18.8414	19.3125	19.7953

<b>Range</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>
<b>602</b>	7.3672	7.5513	7.7401	7.9336	8.1320	8.3352	8.5436	8.7572
<b>606</b>	8.0395	8.2405	8.4465	8.6577	8.8741	9.0960	9.3234	9.5565
<b>607</b>	8.3454	8.5540	8.7679	8.9871	9.2117	9.4420	9.6781	9.9200
<b>608</b>	8.6700	8.8868	9.1089	9.3366	9.5700	9.8092	10.0545	10.3059
<b>609</b>	9.0238	9.2495	9.4807	9.7177	9.9607	10.2097	10.4649	10.7265
<b>610</b>	9.3942	9.6291	9.8698	10.1166	10.3695	10.6287	10.8944	11.1668
<b>611</b>	9.7693	10.0134	10.2638	10.5204	10.7834	11.0529	11.3293	11.6125
<b>612</b>	10.1886	10.4434	10.7044	10.9720	11.2463	11.5275	11.8157	12.1111
<b>613</b>	10.6138	10.8791	11.1512	11.4299	11.7156	12.0086	12.3087	12.6165
<b>614</b>	11.0749	11.3517	11.6354	11.9264	12.2245	12.5302	12.8434	13.1645
<b>615</b>	11.5683	11.8575	12.1540	12.4579	12.7693	13.0885	13.4158	13.7511
<b>616</b>	12.0840	12.3862	12.6958	13.0133	13.3385	13.6720	14.0138	14.3642
<b>617</b>	12.6328	12.9486	13.2723	13.6041	13.9442	14.2929	14.6502	15.0164
<b>618</b>	13.2156	13.5460	13.8846	14.2318	14.5875	14.9522	15.3260	15.7092
<b>619</b>	13.8335	14.1793	14.5339	14.8972	15.2696	15.6514	16.0427	16.4437
<b>620</b>	14.4728	14.8346	15.2054	15.5856	15.9752	16.3746	16.7840	17.2035
<b>621</b>	15.1756	15.5549	15.9438	16.3424	16.7510	17.1698	17.5990	18.0390
<b>622</b>	15.9093	16.3070	16.7147	17.1326	17.5609	17.9999	18.4500	18.9112
<b>623</b>	16.6808	17.0978	17.5252	17.9634	18.4124	18.8728	19.3446	19.8282
<b>624</b>	17.5114	17.9491	18.3979	18.8579	19.3293	19.8125	20.3078	20.8155
<b>625</b>	18.3836	18.8431	19.3142	19.7971	20.2920	20.7992	21.3192	21.8523
<b>626</b>	19.3091	19.7918	20.2866	20.7937	21.3136	21.8465	22.3926	22.9524
<b>627</b>	20.2902	20.7975	21.3174	21.8503	22.3965	22.9565	23.5304	24.1187

**SECTION 4 (continued)** A schedule of standard pay ranges established for positions in which

employees are treated as non-exempt from the overtime provisions of FLSA.

## SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS

**December 20, 2003 – December 17, 2004**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	10.0425	10.2935	10.5509	10.8147	11.0851	11.3622	11.6462
40 Hour Week	14.0595	14.4110	14.7712	15.1405	15.5190	15.9070	16.3047
692*							
24 Hour Shift	11.0467	11.3229	11.6060	11.8962	12.1935	12.4984	12.8108
40 Hour Week	15.4654	15.8520	16.2484	16.6546	17.0709	17.4977	17.9352
693*							
24 Hour Shift	<b>11.6029</b>	<b>11.8930</b>	<b>12.1903</b>	<b>12.4950</b>	<b>12.8074</b>	<b>13.1276</b>	<b>13.4558</b>
40 Hour Week	<b>16.2440</b>	<b>16.6502</b>	<b>17.0664</b>	<b>17.4931</b>	<b>17.9304</b>	<b>18.3787</b>	<b>18.8381</b>
694*							
24 Hour Shift	<b>12.1925</b>	<b>12.4972</b>	<b>12.8097</b>	<b>13.1300</b>	<b>13.4582</b>	<b>13.7947</b>	<b>14.1395</b>
40 Hour Week	<b>17.0695</b>	<b>17.4962</b>	<b>17.9336</b>	<b>18.3819</b>	<b>18.8414</b>	<b>19.3125</b>	<b>19.7953</b>

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	11.9374	12.2358	12.5417	12.8553	13.1766	13.5060	13.8436	14.1897
40 Hour Week	16.7123	17.1301	17.5584	17.9973	18.4472	18.9085	19.3811	19.8656
692*								
24 Hour Shift	13.1311	13.4594	13.7958	14.1408	14.4943	14.8566	15.2280	15.6088
40 Hour Week	18.3836	18.8431	19.3142	19.7971	20.2920	20.7992	21.3192	21.8523
693*								
24 Hour Shift	<b>13.7922</b>	<b>14.1370</b>	<b>14.4904</b>	<b>14.8527</b>	<b>15.2240</b>	<b>15.6046</b>	<b>15.9947</b>	<b>16.3946</b>
40 Hour Week	<b>19.3091</b>	<b>19.7918</b>	<b>20.2866</b>	<b>20.7937</b>	<b>21.3136</b>	<b>21.8465</b>	<b>22.3926</b>	<b>22.9524</b>
694*								
24 Hour Shift	<b>14.4930</b>	<b>14.8554</b>	<b>15.2268</b>	<b>15.6074</b>	<b>15.9976</b>	<b>16.3975</b>	<b>16.8075</b>	<b>17.2276</b>
40 Hour Week	<b>20.2902</b>	<b>20.7975</b>	<b>21.3174</b>	<b>21.8503</b>	<b>22.3965</b>	<b>22.9565</b>	<b>23.5304</b>	<b>24.1187</b>

\* Hourly rates in this pay range that are designated "24 Hour Shift" are for **airport safety** positions assigned to work 24 hour shifts with schedules based on a 27 day work period. The rates designated "40 Hour Week" are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SECTION 5.** A schedule of standard pay ranges established for commissioned and non-commissioned positions in the Police Department that are represented by the ***Fraternal Order of Police*** and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

Range	A	B	C	D	E	F	G
710	12.1900	12.4947	12.8071	13.1273	13.4554	13.7918	14.1366
711	12.9205	13.2435	13.5746	13.9139	14.2618	14.6183	14.9838
712	13.7535	14.0974	14.4498	14.8110	15.1813	15.5608	15.9499
714	14.7385	15.1069	15.4846	15.8717	16.2685	16.6752	17.0921
722	15.5202	---	---	---	---	---	---
723	16.2515	16.6578	17.0742	17.5011	17.9386	18.3871	18.8468
724	17.8544	18.3007	18.7583	19.2272	19.7079	20.2006	20.7056
725*	18.2325	18.6883	19.1556	19.6344	20.1253	20.6284	21.1441
727*	19.6340	20.1248	20.6280	21.1437	21.6722	22.2141	22.7694

Range	H	I	J	K	L	M	N	O
710	14.4900	14.8523	15.2236	15.6042	15.9943	16.3941	16.8040	17.2241
711	15.3584	15.7423	16.1359	16.5393	16.9528	17.3766	17.8110	18.2563
712	16.3486	16.7573	17.1763	17.6057	18.0458	18.4969	18.9594	19.4334
714	17.5194	17.9574	18.4063	18.8665	19.3382	19.8216	20.3172	20.8251
722	----	---	---	---	---	---	---	---
723	19.3179	19.8009	20.2959	20.8033	21.3234	21.8565	22.4029	22.9630
724	21.2233	21.7538	22.2977	22.8551	23.4265	24.0122	24.6125	25.2278
725*	21.6727	22.2146	22.7699	23.3392	23.9227	24.5207	25.1337	25.7621
727*	23.3386	23.9221	24.5202	25.1331	25.7614	26.4056	27.0657	27.7423

\*Hourly rates in this pay range are for law enforcement positions assigned to work 42.5-hour schedules based on a 7-day work period.

**SECTION 6.** A schedule of standard pay ranges established for commissioned positions in the ***Fire Department*** in which employees are treated as non-exempt from the overtime provisions of FLSA.

Range	A	B	C	D	E	F	G
821	13.6397						
824	16.7035	17.1211	17.5492	17.9879	18.4376	18.8985	19.3710
827* 24 Hr.	13.2286	13.5593	13.8983	14.2458	14.6019	14.9670	15.3411
827* 40 Hr.	18.5200	18.9830	19.4576	19.9441	20.4427	20.9537	21.4776
891* 24 Hr	10.7952	11.0651	11.3418	11.6253	11.9159	12.2138	12.5192
891* 40 Hr	15.1133	15.4912	15.8785	16.2754	16.6823	17.0994	17.5268
892* 24 Hr	11.9311	12.2294	12.5351	12.8485	13.1697	13.4989	13.8364
892* 40 Hr.	16.7035	17.1211	17.5492	17.9879	18.4376	18.8985	19.3710
893* 24 Hr.	13.2286	13.5593	13.8983	14.2458	14.6019	14.9670	15.3411
893* 40 Hr.	18.5200	18.9830	19.4576	19.9441	20.4427	20.9537	21.4776

Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	19.8553	20.3516	20.8604	21.3819	21.9165	22.4644	23.0260	23.6017
827* 24 Hr.	15.7247	16.1178	16.5207	16.9337	17.3571	17.7910	18.2358	18.6917
827* 40 Hr.	22.0145	22.5649	23.1290	23.7072	24.2999	24.9074	25.5301	26.1683
891* 24 Hr	12.8322	13.1530	13.4818	13.8188	14.1643	14.5184	14.8814	15.2534
891* 40 Hr	17.9650	18.4141	18.8745	19.3464	19.8300	20.3258	20.8339	21.3548
892* 24 Hr	14.1823	14.5369	14.9003	15.2728	15.6546	16.0460	16.4472	16.8583
892 *40 Hr.	19.8553	20.3516	20.8604	21.3819	21.9165	22.4644	23.0260	23.6017

893* 24 Hr.	15.7247	16.1178	16.5207	16.9337	17.3571	17.7910	18.2358	18.6917
893* 40 Hr.	22.0145	22.5649	23.1290	23.7072	24.2999	24.9074	25.5301	26.1683

\*Hourly rates in this pay range that are designated “24 Hour Shift” are for fire protection positions assigned to work hour shifts with schedules based on a 27 day work period. The rates designated “40 Hour Week” are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SECTION 7.** The following pay rates are established for commissioned positions in the **Fire Department** that are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). Wages are expressed in minimum, midpoint and maximum annual rates.

Pay Range	2003 Minimum	2003 Midpoint	2003 Maximum
829	48,253	56,696	65,140

**SECTION 8.** The following pay rates are established for the **Exempt Pay** Plan. Wages are expressed in minimum, midpoint and maximum annual rates.

Pay Range	2004 Minimum	2004 Midpoint	2004 Maximum
120	32,595	39,114	45,633
119	34,877	41,853	48,827
118	37,316	44,781	52,245
117	39,928	47,916	55,903
116	42,725	51,270	59,815
115	45,717	54,860	64,004
114	48,918	58,700	68,482
113	52,339	62,807	73,273
112	56,005	67,505	78,406
111	59,924	71,909	83,894

**SECTION 9.** The following pay rates are established for the **Management Pay** Plan. Wages are expressed in minimum, midpoint and maximum annual rates.

Pay Range	2004 Minimum	2004 midpoint	2004 maximum
007	51,927	70,968	90,009
006	64,509	80,635	96,761
005	69,347	86,683	104,017
004	74,543	93,182	111,820
003	80,137	100,174	120,206
002	86,145	112,529	132,930
001	114,168	142,710	171,252

## **SECTION 10. Other Provisions**

- a. Rates and method of compensation for the judges of the municipal court.
- (1) The Municipal Court Judge position is established at pay range 006 of the Management Pay Plan. The beginning salary shall be determined by the City Council at the time the person is appointed.
  - (2) The Municipal Court Judge position shall be eligible for all benefits provided to full-time exempt City employees.
  - (3) Each Municipal Court Judge shall be evaluated annually by the City. At the time of the evaluation, the City Council may determine that the Municipal Court Judge should receive a salary increase, up to a total salary not to exceed the maximum of the pay range.
  - (4) The judge designated as the "administrative judge" shall receive additional compensation of \$3,000 annually, prorated and paid biweekly, for assuming responsibilities defined in the ordinances of the City and Rules of Practice and Procedure of the Municipal Court.
  - (5) The compensation for Judges Pro-Tempore of the Municipal Court is established per Ordinance 40-995 at a rate not to exceed \$200.00 per day for service of an entire day and not to exceed \$75.00 for service of one-half (1/2) day or any part thereof.
- b. Unless otherwise indicated in the schedule contained in Sections 1 through 9 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
- (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty may, at the discretion of the City Manager, during their first year of employment, be issued a complete uniform as prescribed in accordance with a uniform allowance program promulgated and administered by the City Manager, which program may be revised and amended. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
  - (2) Commissioned Police Department Personnel, as well as Traffic Safety Officers, Station Clerks, and Crime Scene Investigators shall be allowed up to a maximum of \$450.00 annually in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. This provision does not apply to positions in the Management Pay Plan or to those civilianized positions that are not required to be in uniform.
  - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance and allowance program promulgated and administered by the City Manager, which program may be revised and amended.
  - (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty may, at the discretion of the City Manager, be paid up to but not exceeding the additional sum of \$350.00 per year, in accordance with the uniform maintenance and allowance program promulgated, administered, and subject to revision and amendment by the City Manager. This provision will not apply to positions in the Management Pay Plan.  
  
Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items which the City Manager may authorize.
- (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.
  - (6) Service Officer I's shall be allowed up to a maximum of \$375.00 annually in department credit or vouchers for replacement of uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of

\$125.00 for other noncommissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed **\$100.00**, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year college or university will receive \$80.00 per month in addition to their base pay. The degree must be in Administration of Justice, a related field, or be approved by the Department Director and the City Manager. This provision will not apply to positions in the Management and Exempt Pay Plans.
- (8) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Hazardous Duty pay not to exceed \$100.00 per month for each month in which at least twenty (20) flight hours are logged, under a special allowance program promulgated and administered by the City Manager, which program may be revised and amended at his/her discretion. Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine and SWAT duty, shall be compensated in addition to their regular pay, \$50.00 per pay period.
- (9) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$0.45 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the eleven week training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are designated as a Police Field Training Sergeant shall be entitled to an additional \$0.35 per hour while actually assigned to supervise the training of newly commissioned officers and newly commissioned reserve police officers. This pay shall only occur during the eleven week training cycle established for such new officers ( or such training cycle as may be approved by the Chief of Police).
- (10) Airport Safety personnel, and, if not commissioned, the incumbent of the Coordinator of Fire and Medical Rescue Service will receive \$32.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician course.
- (11) Shift differential will be paid at a rate of \$.55 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt employees represented by the Service Employees' Union or by Employees' Council.

The following work times will be used to differentiate between shifts for employees represented by the International Association of Fire Fighters:

1st Shift:	From	4:00 a.m. to 2:59 p.m.
2nd Shift:	From	3:00 p.m. to 9:59 p.m.
3rd Shift:	From	10:00 p.m. to 3:59 a.m.

The following work times will be used to differentiate between shifts for employees represented by the Fraternal Order of Police

1st Shift:	From	4:00 a.m. to 1:59 p.m.
2nd Shift:	From	2:00 a.m. to 9:59 p.m.
3rd Shift:	From	10:00 p.m. to 3:59 a.m.

Employees represented by the Fraternal Order of Police shall receive \$0.55 per hour shift differential for 2nd and 3rd shift, in addition to regular wages.



Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$0.15 per hour differential for 2nd shift and \$0.25 per hour for 3rd shift.

- (12) An employee who is put on standby status shall be compensated at the rate of **\$0.75** per hour for every hour on standby status.
- (13) Allowance for traveling expenses or for the use of personally owned automobiles or trucks may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager.

Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.

- (14) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, except for commissioned officers represented by the Fraternal Order of Police or the International Association of Firefighters, and continue each year thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00, times the total years of service, per month, e.g., ( 2.00 X 10 years of service = \$20.00 per month payment.) For commissioned officers represented by the Fraternal Order of Police, the International Association of Firefighters, or Airport Safety Teamsters, longevity payments may commence upon the completion of 11 years of total accumulative municipal employment.
- (15) At the discretion of the City Manager, the maximum of a pay range may be exceeded by not more than 10% for a specified period of time to compensate any Department Director if broader or higher level administrative responsibility is regularly assigned to that position.
- (16) The Appointing Authority may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four (4) weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.
- (17) If an employee moves into a new classification due to a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- c. Compensation for Outreach Workers assigned, as facilitators for the Weekend Intervention Program will be a minimum of \$50.00 to a maximum of \$200.00 per presentation. The amount of compensation shall be based upon the employee's education and experience and approved by the City Manager.
- d. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- e. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- f. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the

various departments and employees, including all available employee benefits.

- g. The Personnel Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- h. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- i. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- j. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- k. Actual salaries for positions that are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) will be determined as follows:
  - (1) The City Manager is authorized to establish pay plans for employees who are exempt from the provisions of the Fair Labor Standards Act. The Appointing Authority shall determine the actual pay for each position within the minimum and maximum pay levels for the position.
  - (2) The City Manager's salary shall be determined at the discretion of the City Council within the minimum and maximum pay levels for the position.
- l. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- m. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Personnel Director as provided herein.

**SECTION 11.** A listing of the position classifications and their pay ranges, as reflected in the current salary ordinance, is provided by appendix to this Section.

ADOPTED at Wichita, Kansas, this 16th day of December 2003.

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Carlos Mayans, Mayor

Attest: \_\_\_\_\_

\_\_\_\_\_  
Karen Schofield, City Clerk

Approved as to form:

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Gary E. Rebenstorf, Director of Law